

COLLECTIVE BARGAINING AGREEMENT

Between

JACKSON COUNTY BOARD OF COMMISSIONERS,
COURTS

And

ATTORNEY REFEREE/MAGISTRATE'S ASSOCIATION OF
JACKSON COUNTY

January 1, 2018 – December 31, 2020

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
JACKSON COUNTY BOARD OF COMMISSIONERS, COURTS
AND
ATTORNEY REFEREE/MAGISTRATE'S ASSOCIATION
OF
JACKSON COUNTY

This agreement made and entered into as of this 19th day of December, 2017 by and between the County of Jackson and the Courts of the County of Jackson and (hereinafter "Employer") its employees recognized hereunder as the Attorney Referee/Magistrate's Association of Jackson County (hereinafter "Association").

A. PURPOSE

1. The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer and the Association.
2. The parties recognize that the success of the Employer depends upon the Employer's ability to establish a proper service for the community, with due regard for the interests of the citizens for the community and personnel of the Employer.
3. To these ends, the Employer and the Association encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.
4. Members of the Association are considered at will employees and serve at the pleasure of their respective Chief Judge: the Attorney/Magistrate's Chief Judge is the District Court Chief Judge; the Attorney/Referee – Juvenile Court's Chief Judge is the Chief Circuit Judge; and the Friend of the Court Attorney/Domestic Relations Referee's immediate supervisor is the Jackson County Friend of the Court or designee, and their Chief Judge is the Chief Circuit Judge of the 4th Judicial Circuit.
5. To establish a mutually acceptable contractual agreement between the Employer and members of the Association.

B. DEFINITIONS

1. Employer. For the purpose of this Agreement, the word "Employer" means the County of Jackson and the Courts of the County of Jackson, namely the 4th Judicial Circuit and the 12th District Court, and incorporates the language of A(4) above.

2. Employees. For the purpose of this Agreement, the word "Employee" means all employees of the Association unless excluded in the Recognition clause of this Agreement.
 - a. Full-Time Employees. Employees who are regularly scheduled to work 80 hours per 80 hour pay period, unless otherwise specified in individual letters of agreement or memoranda with the Employer.
 - b. Part-Time Employees. Employees who are regularly scheduled to work not less than 40 but no more than 58 hours per 80 hour pay period unless otherwise specified in individual letters of agreement or memoranda of understanding with the Employer.
3. Immediate Family. For the purpose of this Agreement, Immediate Family means the employee's spouse, children, step-children, foster children, parents, step-parents, foster parents, brothers, step-brothers, sisters, step-sisters, grandparents, grandchildren, parent-in-law, and any other person for whose financial and physical care the employee is primarily responsible.

For the purpose of Bereavement Leave only, son-in-law and daughter-in-law are added to the definition of Immediate Family.
4. Attorney/Magistrate. The Association adopts the Employer's job description that is on file in the Human Resources Office at the time of the ratification of the contract.
5. Attorney/Referee-Juvenile Court. The Association adopts the Employer's job description that is on file in the Human Resources Office at the time of the ratification of the contract.
6. Attorney/Domestic Relations Referee. The Association adopts the Employer's job description that is on file in the Human Resources Office at the time of the ratification of the contract.
7. Association. The Attorney Referee/Magistrate's Association of Jackson County, Michigan.
8. Supervisor. Supervisor means the Jackson County Friend of the Court or a designee for the members of the Association that work in that respective office.

C. RECOGNITION

The Employer, a public Employer under the Public Employment Relations Act, being 1947 P.A. 336 (herein "PERA"), hereby recognizes the Association as the exclusive representative for the purposes of collective bargaining with respect to

rates of pay, wages, hours of employment, or other conditions of employment for the term of this Agreement, of all employees working as Attorney/Referee-Juvenile Court, Attorney/Domestic Relations Referee, and Attorney/Magistrate for Jackson County, but excluding however the following:

All other employees of the County of Jackson/Jackson County Courts and designated above as represented.

D. ASSOCIATION REPRESENTATION

1. Good Faith. The Employer, either in hiring, promoting, advancing or assigning jobs, or any other terms or conditions of employment, agrees to comply in good faith with all state and federal laws, including but not limited to the following provisions: not to discriminate against any employee because of religion, race, color, national origin, age, height, weight, marital status or unrelated handicap/disability as defined by law.
2. Bargaining Committee. Employees belonging to the Association shall be represented by a bargaining committee of not more than three (3) members representing the Attorney/Magistrate, Attorney/Referee-Juvenile Court and Attorney/Domestic Relations Referee positions. The Employer agrees to pay bargaining committee members for the time lost from regular work during collective bargaining sessions. Meetings shall be held at mutually agreed upon times. Reasonable arrangements will be made to all bargaining committee members to attend collective bargaining sessions during their regular work hours. Bargaining committee members shall notify their respective supervisor or Chief Judge when they intend to be absent in order to attend collective bargaining sessions.
3. Special Meetings. Special meetings of urgent or compelling nature, concerning health and safety or other items in which time is important to both parties, may be called by either party in which event the parties shall endeavor to meet within seven (7) calendar days time after such a request is made. The party calling for the special meeting shall submit an agenda three (3) days in advance of the meeting and failure to do so shall result in the cancellation of the special meeting. Employees will be paid for time lost from regular working hours at such meetings.

E. BENEFITS

1. Bereavement Leave. Full-time employees shall be granted up to three (3) days of paid bereavement leave, not to exceed more than one (1) day beyond the day of the bereavement service, in the event of a death in the immediate family. Paid time off may be utilized to extend the bereavement leave period upon notification of and authorization by the Employer.

Employees shall be granted one (1) day bereavement leave in the event of the death of an Employee's brother-in-law or sister-in-law.

One day of paid time off may be utilized to attend the bereavement service of persons not referenced above.

2. Insurance. The members of the Association shall receive the following benefits as outlined below and as shown on Attachment A. If the Employer increases the medical and prescription benefit coverage provided to other collective bargaining units or non-union employees, the Association will also receive the increased benefits. The benefits provided are as follows and are subject to the following:
 - a. Effective Date of Coverage. To the extent the employee has timely and properly elected coverage, coverage for health and welfare benefits provided for in this Agreement shall be effective upon date of hire.
 - b. Carriers/Administrators. The Employer may change the carriers/administrators of health and welfare benefits available under this Agreement.
 - c. Life Insurance and Accidental Death and Dismemberment Benefits. The Employer shall provide to each full-time employee covered by this Agreement who meets the applicable eligibility and participation requirements set forth in the underlying life insurance and accidental death and dismemberment plan documents a group life insurance policy of thirty thousand dollars (\$30,000) with accidental death and dismemberment benefit provisions of thirty thousand dollars (\$30,000) at the Employer's entire expense.
 - d. Group Health Plan Benefits for Employees. Medical, prescription, dental, and vision benefits offered under the County of Jackson Group Health Plan (as amended and restated from time to time) ("Group Health Plan") shall be made available to full-time employees and part-time employees who are regularly scheduled to work at least 20 hours per week and will normally be scheduled to work more than six months during the plan year. Employees may also be eligible for benefits under the Group Health Plan to the extent required by applicable federal and/or state law. Please see the Summary Plan Description for the Group Health Plan for complete eligibility and participation requirements for medical, prescription, dental and vision benefits. Group Health Plan benefit levels, eligibility requirements, and/or participation requirements are as set forth in the Group Health Plan.

The parties agree that the Group Health Plan design must not trigger the Federal "Cadillac" excise tax to the extent the Cadillac excise tax becomes applicable to Employer.

Full-time employees (as defined in the Group Health Plan) shall pay no more than a 20% premium share based on the rate for medical and prescription coverage. Part-time employees (as defined in Article B) shall be required to pay the entire rate for medical and prescription coverage. All employees who participate in the Group Health Plan shall make their required applicable contribution toward the cost of such coverage through bi-weekly payroll deduction. In the event an employee's pay does not cover his or her Group Health Plan premium share, or the employee is not receiving pay, he/she must make direct contributions to the Employer on a bi-weekly basis.

Group Health Plan coverage shall be made available to the Employee's eligible spouse and eligible dependent children. Eligible dependent children may remain on the Employee's Group Health Plan coverage until the end of the calendar month in which the dependent child turns twenty-six (26) years of age.

- e. Medical and Prescription Benefits for Retirees. For the duration of this agreement, retirees who retire during the term of this agreement will be provided medical and prescription coverage by the Employer for employees retiring from County service with fifteen (15) years of service, excluding service credit attributable to another municipal employer. Employees may purchase coverage for their eligible dependents based upon rates as determined by the third party administrator on a year-to-year basis and upon the terms and conditions stated by the County. Retirees with 15 or more years of service will continue to pay their active premium cost share in retirement.

Coverage for employees retiring with less than fifteen (15) years of Jackson County service will be funded by the Employer as follows:

Fourteen (14) Years = 20% active cost share + 5% of current rate/premium
Thirteen (13) Years = 20% active cost share + 10% of current rate/premium
Twelve (12) Years = 20% active cost share + 15% of current rate/premium
Eleven (11) Years = 20% active cost share + 20% of current rate/premium
Ten (10) Years = 20% active cost share + 25% of current rate/premium

Upon retirement, retiree medical and prescription coverage will be offered under the plan or policy then in place for pre or post-65 retirees, which is subject to change.

Employees must have fifteen (15) or more years of service attributable to the Employer to receive Employer funded spousal coverage. Employees

with less than fifteen (15) years of service must be eligible to immediately begin drawing pension benefits upon termination of employment to be eligible for medical and prescription benefits. Employees with fifteen (15) years of service who leave County employment prior to meeting the age requirement but having met the service requirements may defer and, upon meeting the age requirement, will be eligible for medical and prescription benefits.

Employees hired on or after 1/1/2010 must attain the following continuous service credit to be eligible for medical and prescription coverage in retirement. It will be funded by the County as follows:

Twenty-five (25) years = 20% active cost share + 5% of current rate/premium
Twenty-four (24) years = 20% active cost share + 10% of current rate/premium
Twenty-three (23) years = 20% active cost share + 15% of current rate/premium
Twenty-two (22) years = 20% active cost share + 20% of current rate/premium
Twenty-one (21) years = 20% active cost share + 25% of current rate/premium

Retirees with 26 or more years of service will continue to pay their active premium cost share in retirement. Upon retirement, retiree medical and prescription coverage will be offered under the plan or policy then in place for pre or post-65 retirees, which is subject to change.

Employees with less than twenty-six (26) years of service must be eligible to immediately begin drawing pension benefits upon termination of employment to be eligible for medical and prescription benefits. Employees with twenty-six (26) years of service who leave County employment prior to meeting the age requirement but having met the service requirements may defer and, upon meeting the age requirement, will be eligible for medical and prescription benefits.

Retiree spousal coverage for medical and prescription benefits will not be available for employees hired on or after 1/1/07.

Retiree Health Savings Account: All employees hired on or after 1/1/2012 will not be eligible for medical and prescription benefits upon in retirement. They will participate in the VantageCare Retiree Health Savings Plan (RHS) through ICMA-RC. Parameters of the plan are:

- i. Employer annual contribution of \$1850.00 continues, to be increased to \$1950.00 in 2020. (Increases \$100.00 every 5 years, based on initial County plan implementation date).
- ii. Employee annual contribution of \$800.00 continues, to be increased to \$850.00 in 2020. (Increases \$50.00 every 5 years. Based on initial County plan implementation date).

- iii. 3 year vesting
 - iv. Eligible to receive medical benefit payments upon separation from service with no restrictions.
 - v. Permissible medical benefit payments are those eligible under IRC Section 213 other than direct long-term care expenses and including non-prescription medications allowed under IRS guidance.
 - vi. In the event of the death of a participant, the surviving spouse and/or surviving dependents are immediately eligible to maintain the account and utilize it to fund eligible medical benefits.
- f. Cash in Lieu of Medical and Prescription Benefits. Full-time employees and retirees who are eligible to receive medical and prescription coverage under the Employer's group health plan may elect to receive a cash payment in lieu of such medical and prescription coverage provided they meet the applicable requirements set forth in the County of Jackson 125 Cafeteria Plan (as amended and restated from time to time) (the "Section 125 Cafeteria Plan").

The amount of the cash payment shall be determined by the Board of Commissioners each year.

In order to waive coverage and receive the cash payment, the employee or retiree must meet the following criteria:

- Must certify and provide proof of medical and prescription coverage through a secondary source as explained in the Section 125 Cafeteria Plan, and
- Must complete the Group Health Plan Waiver Agreement.

TERMINATION OF WAIVER. Should medical and prescription coverage through the secondary source described above be terminated for any reason, the waiver agreement and cash payment shall terminate. The employee or retiree may be permitted to re-enroll in the County's medical and prescription coverage due to a qualifying mid-year change in election event as set forth in the Section 125 Cafeteria Plan provided notification is made to the County's Human Resources Department within thirty (30) days after coverage was lost. Otherwise, employees and retirees may elect to terminate the waiver agreement, cease the cash payment and re-enroll in the County's group health plan only during an open enrollment period.

- g. Governmental Modifications Affecting Coverage. Any applicable laws, regulations, mandates and/or other governmental guidance under federal

or state law related to benefits provided under this contract that take effect during the duration of this contract will be implemented as necessary to comply with the applicable law. The parties acknowledge and agree that benefit coverage provided under this contract may be modified as described above in order to ensure compliance with any such applicable law.

4. Paid Time Off.

- a. Rate of Accumulation. Effective April 6, 2015, employees hired prior to 1/1/07 shall earn and be credited bi-weekly with paid time off on each pay period and be subject to caps based on the following schedule:

<u>Completion Of:</u>	<u>Hours of PTO</u>	<u>Cap</u>	<u>Rate</u>
1 to 6 years of service	184	304	7.077
7 to 11 years of service	216	376	8.308
12 to 15 years of service	248	448	9.538
16 or more years of service	280	520	10.769

Employees hired on or after 1/1/07 shall earn and be credited bi-weekly with paid time off on each pay period and be subject to caps based on the following schedule:

<u>Completion Of:</u>	<u>Hours of PTO</u>	<u>Cap</u>	<u>Rate</u>
0 to 10 years of service	160	240	6.154
11 to 15 years of service	200	320	7.692
16 or more years of service	240	400	9.231

Employees shall earn and be credited with paid time off bi-weekly as long as they are under the cap. Employees will stop earning paid time off once they have reached the cap.

There will be no payoff of paid time off to any employee separating with less than one (1) year of service with the Employer.

There will be no accrual of paid time off while an employee is absent from work and receiving short-term disability (STD), long-term disability (LTD), workers' compensation or unpaid time off.

- b. Request for Paid Time Off in Excess of Eight Hours. Employees shall request the scheduling of paid time off in excess of eight hours as soon as possible during a calendar year, and the employee's supervisor or respective Chief Judge shall attempt to accommodate the request with regard being given to operating requirements and seniority.

- c. Request for Eight Hours or Less. Paid time off may be used in integrals of not less than one-half (1/2) hour. An employee shall request paid time off twenty-four (24) hours prior to utilizing paid time off.
 - d. Request for Eight Hours or Less for Personal or Family Illness. Any utilization by an employee must have the approval of his/her supervisor or respective Chief Judge. Medical documentation or a note from a doctor may be required when utilizing unscheduled paid time off.
 - e. Rate of Pay. Employees will be paid for paid time off at their current rate of pay at the time they take paid time off.
 - f. Paid Time Off/Part-Time Employees. Part-time employees shall be entitled to prorated paid time off based upon the full-time equivalent hours approved for the position, e.g., a ¾ time (75%) position would be credited with six (6) hours of paid time off.
 - g. Paid Time Off on a Holiday. Paid time off shall not be utilized on holidays.
 - h. No Advance Credit. Paid time off shall not be allowed in advance of being earned and credited. If an employee has insufficient paid time off to cover a period of absence, a payroll deduction for lost time shall be made.
 - i. Payment Upon Separation. Upon separation of employment with the Employer, the employee shall be paid for seventy-five percent (75%) of paid time off days earned and credited, at the Employee's current rate of pay. There will be no payoff of accrued paid time off to any employee separating with less than one year of service with the Employer.
 - j. Donated Paid Time Off. Shall be in accordance with the Employer's Leave Time Subsidy Policy.
5. Jury Duty. An Association member serving on jury duty shall receive time off with pay provided the employee reimburses the Employer the jury pay received less mileage. The employee shall return to work daily when released from any jury duty.
6. Witness in Court. An association member requested or subpoenaed to appear in court as a witness on a work related matter shall be covered by the same provisions that apply to jury duty.
7. Military Leave. Shall be in accordance with current Jackson County procedures.
8. Holidays. The holiday schedule for the duration of this Agreement shall be as follows:

New Years Day	January 1
Martin Luther King Day	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving	4 th Friday in November
Christmas Eve Day	December 24
Christmas Day	December 25

When a paid holiday occurs on Saturday, the preceding Friday will be recognized as the holiday. When a paid holiday occurs on Sunday, the following Monday will be recognized as the holiday.

9. Expenses. Association members will be entitled to travel expenses and mileage as established by the Board of Commissioners.
10. Pension. All future employees covered by this agreement will make a one time only, irrevocable election of a pension multiplier at 2.0%, 2.25%, or 2.5% with the increased cost to be borne by the employees but at a rate not to exceed 2.5%, 6.02%, or 9.45% respectively. Elections and cost identical to those offered to non-bargained for employees.

Employees hired prior to January 1, 2007 are eligible to begin drawing benefits at age 60 after completion of eight (8) or more years of service.

Employees hired on or after January 1, 2007 are eligible to begin drawing benefits at age 60 after completion of ten (10) or more years of service. In addition, employees hired on or after January 1, 2007 will be eligible to begin drawing benefits at age 55 after completion of twenty-five (25) years of service or at any age after completion of thirty (30) or more years of service, during window periods still to be determined.

Defined Contribution Plan. Employees hired on or after 1/1/08 will participate in the Defined Contribution Plan and will not be eligible to participate in the Defined Benefit Plan.

11. Deferred Retirement Option Plan (DROP). Employees eligible for retirement based on age and/or years of service may elect to participate in the DROP per Retirement System by-laws. Employees enrolling in the DROP on or after 1/1/2010 will earn a minimum of 4.0% interest on their DROP deposits up to a maximum equal to the actual annual rate of return of the pension system minus 1.0%.

12. Purchase of Universal Credited Service. Employees will be provided the opportunity to purchase up to a maximum of four (4) years of Universal Credited Service at no cost to the Employer. Employees wishing to purchase Universal Credited Service must pay for an individual actuarial study to determine the cost of their purchase. Payment may be made as a lump sum cash payment, transfer from another qualified plan, or by pre-tax payroll deduction for a period not to exceed three (3) years with service credited upon receipt or payment in full. If an employee in the process of purchasing service credit terminates for any reason, the employee is entitled to a refund of those contributions.
13. Continuing Education. Employees may request to attend continued education. Approval of such request to be made by each member's respective Chief Judge or supervisor. Reimbursement for continuing education shall be according to current policies in effect.
14. Memberships. All State of Michigan Bar dues and section fees, and Magistrate/Referee Association of Michigan dues will be paid by the Employer. It is further agreed that a new hire must pay his/her own State Bar dues and that his/her money will be reimbursed by Jackson County after one (1) year of service.

F. WORK HOURS

1. A normal work schedule shall be forty (40) hours per week to be worked any weekdays.

G. WAGES

Wages as per Addendum A.

<u>2018:</u>	Adopt the Compensation Study Recommendations
<u>2019:</u>	2.00%
<u>2020:</u>	2.00%

All present and future ARMA members will be classified as a grade P.

ARMA members hired on or after January 1, 2007 will advance through the County's pay schedule based on their actual years of service with the County. Exceptions to entry at other than the new hire level will require County approval of the Department's request to deviate.

H. GRIEVANCE PROCEDURE

1. **INTENT.** It is the intent of the parties to this agreement that the procedure set forth in this document shall serve as a means to peaceful settlement of

disputes that may arise between the Employer and the members of this Association as to the application, interpretation or compliance with the provisions of this agreement pertaining to wages, benefits and other conditions of employment. Both parties will make a diligent effort to settle all disputes, following the steps of the grievance procedure.

2. PROCEDURE. At any step in the procedures outlined below, the grievant shall have the right to have the Chair of the Association present.

a. Step 1. The grievant shall first present the issue orally to his/her supervisor or Court Administrator within 10 business days of learning/discovering the issue.

If the issue is not resolved satisfactorily at Step 1, the grievant shall proceed to Step 2.

b. Step 2. The grievant shall in writing, identify the issue, and the section of the contract that pertains to the issue, and the remedy sought by the grievant. The Association member's respective supervisor or Chief Judge shall then respond in writing to the written grievance within ten (10) business days.

If the issue is not resolved satisfactorily at Step 2, the grievant shall proceed to Step 3.

c. Step 3. If the grievance is not resolved at Step 2, the Association member may then submit a signed written appeal to the appropriate Chief Judge with a copy to the Human Resources Director within ten (10) business days from the date of the written response from the members' respective supervisor or Court Administrator. The Chief Judge and/or his/her designee shall respond to the appeal by conducting a hearing within seven (7) business days of the receipt of the appeal. The Human Resources Director shall be a party to the hearing. The results of Step 3 shall be reduced to writing by the Chief Judge or his/her designee.

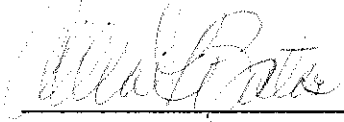
Step 3 concludes the negotiation between the employee and the Employer.

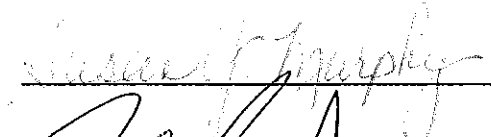
I. DURATION

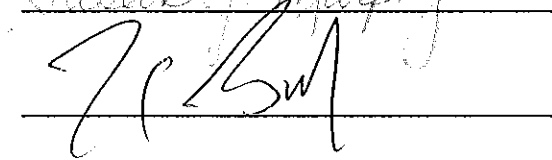
This Agreement shall be effective January 1, 2018 and shall remain in effect until December 31, 2020.

IN WITNESS WHEREOF, the parties hereto caused this instrument to be executed on this 19th day of December, 2017.


ATTORNEY/REFEREE/
MAGISTRATES ASSOCIATION
OF JACKSON COUNTY
MICHIGAN

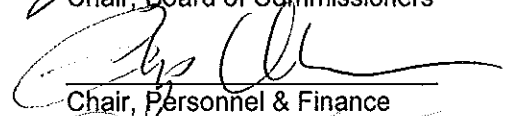


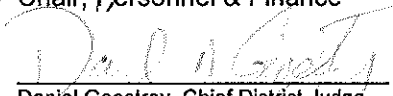


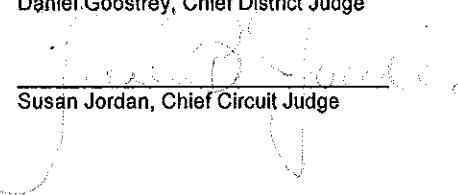


JACKSON COUNTY:



Chair, Board of Commissioners


Chair, Personnel & Finance


Daniel Goostrey, Chief District Judge


Susan Jordan, Chief Circuit Judge

**ATTORNEY REFEREE/MAGISTRATE'S ASSOCIATION
BENEFITS SUMMARY
2018 - 2020**

Core Benefits: \$30,000 Life Insurance; \$30,000 AD&D Insurance; Long Term Disability; Employee Assistance Program and Wellness benefits shall be available to full-time employees at no cost.

Wellness and employee assistance program benefits shall be available to part-time employees.

Additional Benefits

In addition to the core benefits referenced above, the benefits listed in the table below are also available to eligible employees. The employees shall share in and/or incur the costs thereof in accordance with other sections of this Agreement and applicable enrollment materials.

Benefit Type	Options
Group Health Plan	Medical, prescription, dental, and vision benefits.
Optional Life Insurance	Employee Optional Life: \$10,000 to \$300,000 Spouse Optional Life: \$10,000 to \$50,000 Dependent Child Optional Life: \$5,000
Short-Term Disability (STD) (only available to full-time employees)	\$83.20 annual cost; 1 st day injury, 8 th day illness; 13 weeks; 66 2/3% base salary
Cash-In-Lieu of Medical and Prescription Benefits (only available to full-time employees)	\$3,000 annually (with option to purchase STD, Optional Life, Dental and Vision)
Reimbursement Accounts	Health flexible spending and/or Dependent assistance program accounts

ARMA 2018 Rate Tables

GRADE

2018

	Step 1	Step 2	Step 3	Step 4	Step 5
P YEARLY	\$ 76,024.00	\$ 80,766.40	\$ 85,529.60	\$ 90,251.20	\$ 95,035.20
P BI-WEEK	\$ 2,924.00	\$ 3,106.40	\$ 3,289.60	\$ 3,471.20	\$ 3,655.20
P HOURLY	\$ 36.55	\$ 38.83	\$ 41.12	\$ 43.39	\$ 45.69

2019

P YEARLY	\$ 77,542.40	\$ 82,388.80	\$ 87,235.20	\$ 92,060.80	\$ 96,928.00
P BI-WEEK	\$ 2,982.40	\$ 3,168.80	\$ 3,355.20	\$ 3,540.80	\$ 3,728.00
P HOURLY	\$ 37.28	\$ 39.61	\$ 41.94	\$ 44.26	\$ 46.60

2020

P YEARLY	\$ 79,102.40	\$ 84,032.00	\$ 88,982.40	\$ 93,891.20	\$ 98,883.20
P BI-WEEK	\$ 3,042.40	\$ 3,232.00	\$ 3,422.40	\$ 3,611.20	\$ 3,803.20
P HOURLY	\$ 38.03	\$ 40.40	\$ 42.78	\$ 45.14	\$ 47.54

Step 1 & 2: 3 Years

Step 2 & 3: 2 Years

Step 3 & 4: 5 Years

Step 4 & 5: 5 Years